



Title: Goalball Team & Performance Manager
Location: Colorado Springs, CO
Position Type: Full Time-Exempt
Reports to: Chief Executive Officer
Travel: This position requires domestic & international travel

Brief Overview of Organization

The United States Association of Blind Athletes (USABA) is unique within the sports community. As a member organization of the US Olympic and Paralympic Committee (USOPC), USABA is the National Governing Body (NGB) for the Paralympic sports of goalball and blind soccer and a Multi-Sport Organization (MSO) providing programming in numerous sports and physical activities for Americans who are blind and visually impaired.

Mission and Vision

The United States Association of Blind Athletes empowers Americans who are blind and visually impaired to experience life-changing opportunities in sports, recreation, and physical activities, thereby educating and inspiring the nation. Every American who is blind or visually impaired will lead a healthy lifestyle by actively participating in sports, recreation, and physical activity.

History: Founded in 1976, USABA celebrated its 45th anniversary in 2021. Over that time, the organization has impacted the lives of hundreds of thousands of blind and visually impaired individuals and become a vocal champion for the abilities of America's legally blind residents. USABA has emerged as a world-class trainer of blind athletes, particularly in the sport of goalball where USABA-trained teams have won 12 Paralympic Games medals and 11 World Championship medals. In January 2022, USABA became the Paralympic Sport Organization for goalball and blind soccer (also known as Blind Football).

US Olympic & Paralympic Training Center Colorado Springs

Starting in January of 2025, the USA Goalball program will make a strategic move to relocate to Colorado Springs. This relocation aims to optimize operational effectiveness and create a high-performance environment conducive to athletic success. Critical adjustments include streamlining administrative functions, enhancing athlete support services, and prioritizing developing comprehensive programs to benefit blind and visually impaired athletes. By establishing a presence in Colorado Springs, USABA will leverage proximity to the U.S. Olympic & Paralympic Training Center, offering athletes access to vital resources such as on-site accommodations, strength and conditioning facilities, medical services, and career support. This strategic shift is designed to elevate USABA's impact, ensuring athletes have the support needed to achieve excellence and foster a holistic athletic development culture.

Position Summary

USABA Goalball Team & Performance Manager is an influential executive within the organization and the sport, reporting to the CEO. This role is responsible for developing and leading the best goalball program in the world. This role will oversee a team committed to providing resources and support focused on competitive excellence, supporting athletes to reach their optimal performance on and off the field of play. The team and performance manager will be an athlete-centric leader, strategist, coach, and proven operational manager. The primary responsibilities of the Team & Performance Manager include resident coaching of the men's and women's national goalball teams, managing the Goalball resident program, overseeing an elite-level support staff, providing administrative support to the team logistics, and working with community and grassroots organizations to grow the athlete pipeline and grassroots game.



The ideal candidate will be able to build meaningful relationships with the athletes, the United States Olympic and Paralympic Committee (USOPC), the International Blind Sports Federation (IBSA), and the key domestic stakeholders of the blind and visually impaired community. This position is required to be located at the USABA Headquarters in Colorado Springs, CO.

General Duties and Responsibilities

Team & Performance Manager (Paralympic Goalball 60%)

- Serves as Resident Coach for goalball women's and men's teams, including establishing and overseeing an annual/weekly training plan, camps, and tournaments.
- Design and implement player development plan inclusive of individualized training development plans for players covering technical, tactical, and physical assessments in conjunction with the Goalball Men's and Women's Head Coaches. Create and implement a periodization model reflecting the performance and development requirements of the USA Goalball National Team.
- Oversee entry selection to IBSA and IPC events, including but not limited to IBSA regional Championships, IBSA World Championships, IBSA Grand Prix, Para Pan American Games, and Paralympic Games.
- Lead the creation and delivery of the quadrennial High-Performance Plan in the Paralympic sport of goalball. Oversee the ongoing facilitation of these plans, including the annual review process to incorporate strategic updates.
- Coach and support staff selection criteria for significant games, Goalball National Team Program athlete selection, administering and directing the High Performance and National Team Programs for Paralympic sports include planning goalball.
- In conjunction with on-site staff, manage the Goalball resident athlete program.
- Oversight and management of assistant and regional coaches.
- Works collaboratively with Performance Service Providers, including but not limited to sports dietitians, sports psychologists, strength and conditioning coaches, athletic trainers, data and video analysts, technology platforms, etc.
- Collaborates with the USOPC technology team for team and player scouting video analysis. Contributes to the long-term vision and mission of USABA
- Collaborates with USABA to track potential players to develop the player pool.

Grassroots Development (20%)

- Co-curates content for Coach Education, Goalball Club Development, and Referee Education with the USABA Community Outreach and Education Manager.
- Establishes and manages the domestic goalball competition calendar.
- Bridge a development gap between the grassroots goalball community and the USA Goalball National Team Program. Provide strategic leadership and oversight of talent identification, recruitment, and athlete development, including ensuring sustainable excellence.
- Oversee strategy and implementation of recruitment, scouting, and training camps.
- Further, expand and develop new recruitment and talent identification programs that target high school/juniors and underrepresented communities.

Administrative (20%)

- Foster a culture around and ensure rigorous compliance to athlete safety and wellbeing, including anti-doping regulations and all SafeSport policies.
- Develop and report on an annual budget that delivers High-Performance plans while maintaining operational efficiencies and solid financial stewardship.
- Provides timely expenses, budget reporting, safety requirements, strategic planning, and updates on the program as requested.
- Manages the USOPC Tech and Innovation Grant work in relation to the auditory app and metronome project alongside the Integrated Marketing Manager.
- Works with the USABA admin staff to support the goals and initiatives of the USA Goalball Program.



- Promote the sport through their program leadership and are willing to assist in sponsorship activations as determined by USABA.
- Assist the organization in efforts to increase revenue through fundraising and membership initiatives.
- Represent the organization and formally present to various donors and/or constituents as needed.
- Support USABA in donor visits and case statements to inspire investment from institutional and individual philanthropy to support the impact of High-Performance athletes to grow the sport.
- Support the business development team in identifying and securing partners that can deliver value-in-kind and help deliver high-performance team objectives.

Desired Qualifications

- **Extensive Coaching Experience:** Proven track record of at least 4-7 years coaching at the elite level, with a focus on leading teams to successful outcomes in high-performance environments, including national and/or international competitions. Prior experience coaching a team sport, adaptive sports teams or individuals is highly preferred.
- **Development of Athletes:** Strong capability in identifying talent and creating tailored training plans for athlete development across physical, tactical, and psychological dimensions. Encourages growth and resilience, focusing on both individual and team performance.
- **Leadership & Communication:** Excellent leadership skills with the ability to inspire, motivate, and communicate effectively with athletes, staff, and stakeholders. A collaborative coaching style that promotes a positive, inclusive, and high-performing team culture is critical. Clear, direct, and inclusive communication style. Capable of effectively conveying instructions, providing constructive feedback, and ensuring understanding across all athletes, including those with disabilities.
- **Understanding of Adaptive Sports:** Comprehensive knowledge of adaptive sports, particularly in understanding the unique needs, abilities, and challenges faced by athletes with disabilities. Experience working with a diverse group of athletes, including those with physical and/or visual impairments, is essential.
- **Tactical & Strategic Expertise:** Demonstrate success in developing and executing game strategies that leverage the strengths of individual athletes and optimize team performance in competitive environments. An ability to develop long-term strategies and make real-time decisions to optimize team performance during training and competition. Analyzes competition, adjusts game plans, and adapts to changing circumstances swiftly.
- **Commitment to Athlete Welfare:** Deep commitment to the overall well-being of athletes, ensuring a supportive environment that prioritizes both physical and mental health, focusing on injury prevention and recovery practices. Creates an environment that welcomes athletes from all backgrounds and promotes a sense of belonging for everyone.
- **Strong Organizational Skills:** Ability to manage logistics, team scheduling, and preparation for tournaments or competitions, ensuring the team is adequately prepared for all levels of competition. Strong ability to plan, organize, and manage both training and competition schedules effectively—balances multiple responsibilities, such as athlete development, team logistics, and performance review.
- **Resilience & Stress Management:** Ability to perform under pressure, maintain composure, and lead the team through high-stakes situations, such as major tournaments or competitions. Capable of quickly identifying and resolving issues that may arise, whether logistical, technical, or interpersonal. Demonstrates flexibility and the ability to adapt coaching methods to meet the unique challenges of adaptive sports.
- **Governance & Safety:** Submit a Conflict-of-Interest form annually, pass a biannual background check and complete annual SafeSport training



Tools, Equipment & Conditions

- Standard office equipment
- Traditional & Non-traditional work hours plus weekends. Travel is expected to be about 20-25%
- Proficient in Microsoft Office Suite (e.g., Outlook, PowerPoint, Excel).

Contractor positions that report to USABA Goalball Team & Performance Manager

- Goalball Men's Head Coach
- Goalball Women's Head Coach

Compensation package

- Competitive salary range: \$52,000 - \$56,000 based on experience with bonus potential. Health, dental and vision insurance, retirement plan with an employer-based match.

Interested applicants should send their resume, cover letter and brief bio no later than December 18, 2024 to Molly Quinn, mquinn@usaba.org with the subject title "USABA Goalball Team & Performance Manager".